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February 2011

Volume 15 Number 1



NURSES DAY AT THE CAPITOL



THE EXPO AND COMPASSIONATE NURSE AWARDS ARE APRIL 30TH



Publication of the **Arkansas State Board of Nursing**

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The mission of the Arkansas State Board of Nursing is to protect the public and act as their advocate by effectively regulating the practice of nursing.

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Thank You.

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edition 48

ASBN
Update

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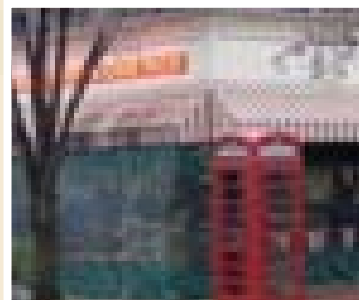
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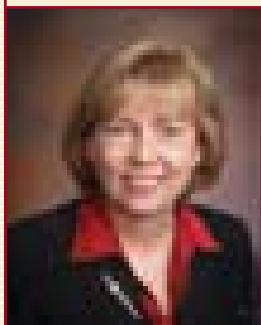
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The ASBN Update's circulation includes over 48,000 licensed nurses and student nurses in Arkansas.



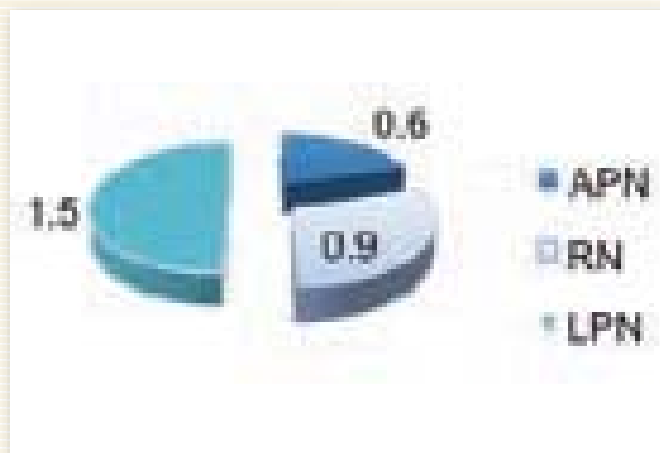


THE BOARD OF NURSING ANNUAL REPORT

The mission of the board is protection of the public. This is accomplished by regulating nursing education programs, conducting disciplinary proceedings as provided for in the law, promulgating rules necessary for implementation of the Nurse Practice Act, granting certificates of prescriptive authority to qualified advanced practice nurses, and examining, licensing, and renewing the licenses of duly qualified applicants. As a state agency, the Board is required to compile a report to the governor describing the agency's activities during the past fiscal year (July 1-June 30). The early annual reports submitted by the Board of Nursing contained only a financial report. Today's annual report contains a detailed financial report, disciplinary report, licensure report, nursing educational program report, as well as extensive statistics on nurses licensed in Arkansas.

The statistical data allows comparison of various facts from year to year. In 2000, there were 46,693 licensed nurses in Arkansas. At the end of the most recent fiscal year, there were 49,472 licensed nurses, with 33,596 of those as RNs, and 15,698 LPNs. There are 57 nursing programs and 11 medication assistant programs, while in 2000 there were 54 nursing programs and zero medication assistant programs.

The most common disciplinary action by the Board is probation. Fortunately, only a small percentage of nurses are disciplined by the Board due to a violation of the *Nurse Practice Act*. Violations may include failing to complete required continuing education for license renewal, drug related issues, conviction of a crime, or practice issues. As noted in the following chart, 1.5 percent of all LPNs are disciplined, while only 0.6 percent of advanced practice nurses are disciplined.



Continuing education is essential for nurses in today's practice arena and is required to renew an Arkansas nursing license. The Board of Nursing is committed to making activities available. This past year, the Board staff conducted statewide workshops on various topics, such as scope of practice, professionalism, unprofessional conduct and infection control. In addition, there was a pharmacotherapeutics workshop for advanced practice nurses, and the Board co-hosted the fifth annual continuing education cruise. These activities reach a large number of nurses and nursing students and assist with keeping nurses abreast of current issues.

Take time from your busy schedule and look at our annual report. The 2010 annual report can be found on our website, www.arsbn.org, under the Publications tab. As a nurse in Arkansas, you should know what is going on at the Board of Nursing.

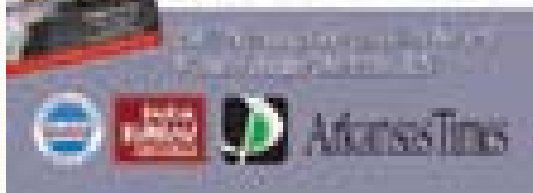


We're searching Arkansas to find the one nurse we can say is the most outstanding in our state. Do you know a nurse that you feel is the most compassionate, caring and empathetic caregiver? A nurse who has given comfort or care to you, a family member or friend? We are asking you to send us their name, where they work and a short message expressing why you think they are the most deserving nurse in Arkansas. **Deadline February 15, 2011.**

We hope to have nominees from every county and every medical facility in Arkansas. From 24 finalists, we will choose two "Runners Up" and finally, one nurse will be named Arkansas' Most Compassionate Nurse at a special ceremony held immediately after and in conjunction with the ThinkNurse Expo on April 30th, 2011 in Little Rock. The nurses will be recognized in the ASBN Update magazine and the Winner will be featured inside and on the cover along with a nice prize package



Send or email your nomination to:
NURSING COMPASSION
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TWO OF ARKANSAS' BIGGEST NURSING EVENTS ON ONE DAY...

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APRIL 30th

CALL FOR INFORMATION

501-221-9986/800-561-4686 ext. 112

9AM-1PM 8th Annual ThinkNurse Expo

The ThinkNurse Expo annually brings the state's largest gathering of major healthcare providers, recruiters, nursing schools, nurses, nursing students and those wishing to enter the healthcare field together under one roof! This year there's an extra added dimension that includes the celebration of the most Compassionate Nurse in Arkansas award.

This is undoubtedly the best opportunity for you to meet the recruiters that hire, the schools that educate and the service industry that provides for nursing needs. Make this your day, time and place to talk to those that can start your career or even further your career. Don't miss this chance!

The ThinkNurse Expo admission is Free and you are welcome to come explore your opportunities in this booming healthcare industry!

For information call Michele Forinash at 1-800-561-4686 ext 112 or email her at mforinash@pcipublishing.com

New this year! 1:30PM-3PM 5th Annual Nursing Compassion Award

Immediately following the Expo we begin the Nursing Compassion Award...a celebration of the nurses in Arkansas begins with a luncheon and reception at 1:30 for our statewide nominees and guests... The Most Compassionate Nurse final three nominees are announced and then the winner! Make your reservations to help support the recognition and celebration of these real-life heroes!

Call today to reserve your place for the nursing celebration of the year! Seating is limited.

Past winners of this prestigious award are:

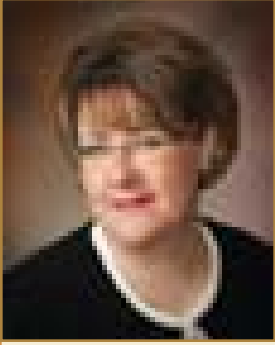
Sabrina Spradlin, Arkansas
Children's Hospital, 2006
Patrick Stage, Little Rock Cardiology Clinic, 2007
Jasper Fultz, White County Medical, 2008
Angie Durham, Little River Nursing and Rehab, 2009

ThinkNurse Scholarship recipients as of September 1, 2010

Julia R. Amend	Harding University, AR	Jennifer Saucressig	Bismark State College, ND
Elizabeth Bobo	University of Arkansas Medical Sciences AR	Krystal Nichole Shuler	Francis Marion University, SC
Sarah L. Dietzel	University of Akron, OH	Jena Lee Sipes	Arkansas Tech University, AR
Debra Dorsett	Coconino Community College, AZ	Kelly Stewart	University of Arkansas Medical Sciences AR
Danielle M. Fehringer	University of Ne-Kearney, NE	Amanda Tilden	University of Cincinnati, OH
Kathryn Giamarino	Edgecombe Community College, NC	Kimberly Turner	Southern Arkansas University, AR
Curtis Olson	Bryan LGH College of Health Sciences, NE	Rochelle Vine	Sheridan College, WY
Joseph M. Raiguel	Whatcom Community College, WA		

In addition to these students, Publishing Concepts Inc. has contributed over \$22,000 to the Arkansas State Board Of Nursing Scholarship Fund for Arkansas Students.





WHO WILL TAKE OUR PLACE?

Recently my husband, who is never sick, began having back and abdominal pain. Before we knew it, we were in the middle of the Thanksgiving holiday, cooking, pulling out Christmas decorations, helping out friends, enjoying our grandkids and all the activities that go with it. By Sunday of the holiday weekend, all activities had taken a backseat to the increasing pain. Our physician was out of town, and we were faced with the fearsome prospect of a holiday trip to the emergency room. Thankfully, a longtime, dear friend and surgeon came to our rescue, and in the process we ended up in a hospital away from home with a diagnosis of acute pancreatitis. After a long day of tests and anxiety, my husband was admitted and comfortable in a room.

When the shift changed, I was glad to see three familiar, fresh faces come on duty! Three of my former students were “real” nurses now and working on our floor. Tiffany told me she would be one of my husband’s nurses for the night. Gwen worked in the other wing, and Connie worked in the emergency room. They seemed just as happy and surprised to see me as I was to see them. (Educators, be kind to your students – they will be taking care of you someday!) I knew my husband was in good hands. The next night, those three nurses were off but Michelle, another former student, appeared. It was a joy to see my former students working hard to care for their patients, excited about where they worked and what they were doing.

I was amused to notice how our roles changed. They became the teachers, and I became the student. They reassured me and anticipated my husband’s needs. While my husband slept and they had opportunity during the night, they showed me new technology I had not seen. They showed me the new OB unit equipment that shows the location of every baby and nurse at any time. They demonstrated how to scan a patient’s ID bracelet to prevent medication errors. They even helped me get on Wi-Fi when I couldn’t figure it out. In the morning, looking tired and a little bedraggled, they came to hug me goodbye. I am so proud of them! The role of nurse educator is difficult-- fraught with unrealistic expectations and inadequate pay, but it definitely has its perks.

Much has been researched and reported about aging nurses and aging nurse educators. This dilemma can be traced to many factors, including the decrease in younger women choosing nursing as a career, more lucrative positions and lack of adequately prepared faculty. I am privileged to teach in south Arkansas, as there is a lack of master’s, let alone doctoral, prepared nurses in this area. Nurses must be encouraged to complete their education at an earlier age. More options are available online, and there are many avenues of financial assistance. The November 2010 issue of *ASBN Update* published an excellent article by Teresa Boothe on financial aid available for Arkansas nursing students. In the same issue, Darla Erickson gave information on the Faith A. Fields Educator Loan Scholarship and how to apply.

Nursing is a rewarding profession, and nursing education leaves a legacy that cannot be measured; not only in the students lives in which you invest, but in the countless patients and families they touch. I’m not ready to be “put out to pasture” just yet, but start thinking about it. Who will take our place?

Board Business

President Brenda Murphree presided over the hearings held on November 3-4 and the business meeting held on January 13. Highlights of Board actions are as follows:

- Approved the curriculum plan analysis/remediation report of Crowley's Ridge Technical Institute's practical nurse program to increase the NCLEX® pass rate.
- Approved Northwest Arkansas' Community College request for an evening/weekend option for the Associate of Applied Science in nursing degree.
- Approved the 2009-2010 low pass rate analysis and resolution plan of Henderson State University's Bachelor of Science degree program to increase the NCLEX pass rate.
- Approved the analysis and plan of the University of Arkansas at Pine Bluff's Bachelor of Science in Nursing degree program to increase the NCLEX pass rate and that this program remain on Conditional Approval under the conditions and requirements passed by the Board on July 14, 2010.
- Granted Continued Full Approval to the practical nurse program of Arkansas State University in Mountain Home until the year 2015.
- Approved the American Association of Critical Care Nurses Clinical Nurse Specialist – Neonatal Examination for Certification.
- Approved the American Association of Critical Care Nurses Acute Care Practitioner Examination for Certification.

BOARD DATES

February 9	Hearings
February 10	Hearings
February 17	CE Workshop – NURSING TODAY: Ethics, Leadership, Social Networking and More, Baptist Health School of Nursing, Little Rock
March 10	CE Workshop – NURSING TODAY: Ethics, Leadership, Social Networking and More, Sparks Regional Medical Center, Fort Smith
March 14-16	NCSBN Mid-Year Meeting, Chicago, IL
April 6	Hearings
April 7	Hearings
April 10-17	Sixth Annual Continuing Education Cruise
May 11	Board Retreat
May 12	Business Meeting
June 8	Hearings
June 9	Hearings
July 13	Hearings
July 14	Hearings
August 2-5	NCSBN Annual Meeting, Indianapolis, IN
September 14	Hearings
September 15	Business Meeting
September 27	CE Workshop – NURSING TODAY: Ethics, Leadership, Social Networking and More, University of Arkansas Community College at Batesville
October 12	Hearings
October 13	Hearings
November 9	Hearings
November 10	Hearings
November 17	CE Workshop – NURSING TODAY: Ethics, Leadership, Social Networking and More, Baptist Health School of Nursing, Little Rock

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SPECIAL NOTICE

The Arkansas State Board of Nursing has designated this magazine as an official method to notify nurses residing in the state and licensed by the Board about information and legal developments. Please read this magazine and keep it for future reference as this magazine may be used in hearings as proof of notification of the ASBN Update's contents. Please contact LouAnn Walker at the Board office (501.686.2701) if you have questions about any of the articles in this magazine.

ASBN NOTICE OF INSUFFICIENT FUNDS

The following names appear on the ASBN records for checks returned to the ASBN due to insufficient funds. If practicing in Arkansas, they may be in violation of the Nurse Practice Act and could be subject to disciplinary action by the Board. Please contact Gail Bengal at 501.686.2716 if any are employed in your facility.

Rosa Marie Bradley	L16658
Jessica Gonzalez	Exam Application
Tonya Humphrey	R55602
Victoria Knighten	R81020
Toni Diane McKeever	R42190
Amber Sanders	R73529
Nathan Shaheed	T01220
Angela Shupert	L37543
June Elizabeth Sivils	L30290
Della Williams	L28175
Sally F. Williams	L26287



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Not pictured: Cynthia Burroughs, Consumer Rep., Treasurer; Darlene Byrd, APN; Cassandra Harvey, RN

CLUES TO CHEMICAL DEPENDENCY

HOW TO RECOGNIZE THE CHEMICALLY IMPAIRED NURSE

PERSONALITY/BEHAVIOR CHANGES

Alcoholic Nurse

- May be irritable with patients and colleagues, withdrawn, mood swings
- Isolated, wants to work nights, lunches alone, avoids staff get-togethers
- Elaborate excuses for behavior, such as being late for work
- Blackouts, complete memory loss of events, conversations, phone calls to colleagues, euphoric recall of events on floor
- May smell of alcohol, breath mints or mouthwash
- Has numerous injuries, burns, bruises, etc., that are unaccounted for

Drug Addicted Nurse

- Extreme and rapid mood swings, irritable with patients, then calm after taking drugs
- Wears long sleeves all the time
- Suspicious behavior concerning controlled drugs
- consistently signs out more controlled drugs than anyone else
- frequently breaks and spills drugs
- waits until alone to open narcotics cabinet
- disappears into bathroom directly after being in narcotic cabinet
- patient complaints that pain medications dispensed by him/her are ineffective or patient denies receiving medication charted
- defensive when questioned about medication errors



JOB PERFORMANCE CHANGES

Alcoholic Nurse

- Illogical or sloppy charting
- Difficulty meeting schedules and deadlines
- Frequent errors
- Job shrinkage, does minimum work necessary

Drug Addicted Nurse

- Illogical or sloppy charting
- Too many controlled drugs broken or spilled
- Too many medication errors

TIME AND ATTENDANCE CHANGES

Alcoholic Nurse

- Increased absenteeism
- Long lunch hours
- Absent from floor without explanation
- Calls in to request compensatory time at beginning of shift

Drug Addicted Nurse

- Hangs around
- Uses sick leave lavishly
- Frequently absent from unit
- Comes to work early and stays late for no apparent reason
- Works extra shifts, two jobs, or

changes to per diem for less consistent supervision

- Look for patterns. Single characteristics do not necessarily indicate a problem. Conversely, every characteristic need not be present.

CLUES TO CHEMICAL DEPENDENCY IN A NURSE

General Guidelines

1. Absent or late for work, especially following several days off. Note, however, that drug-addicted nurses may never be absent and may “hang around” when not on duty because the hospital is their source of supply.
2. Odor of alcohol on the breath. Any nurse who would report for duty after drinking is assuming a terrible risk and in doing so is evidencing her loss of control and need for the drug.
3. Odor of mouthwash and breath mints. These may be used to mask the odor of alcohol.
4. Fine tremors of the hand. This symptom occurs with withdrawal from the drug. The alcoholic nurse will

sometimes begin to use tranquilizers to mask signs of withdrawal and thus may develop cross dependency.

5. Emotional lability. The nurse may change from being irritable and tense to being mellow and calm. There may be inappropriate anger or crying.
6. Returns late from lunch break.
7. May be sleepy or may doze off while on duty.
8. Shuns interaction with others and tends to withdraw.
9. Makes frequent trips to the bathroom. The female alcoholic will carry her handbag with her.
10. Deterioration in personal appearance.
11. Frequent bruises or cigarette burns. These injuries are the result of crashing into furniture or falling while intoxicated or dozing off with a lighted cigarette.
12. Job performance will be affected, with sloppy or illegible handwriting, errors in charting (e.g., charting on the wrong chart), and errors in patient care.
13. Lapses in memory or confusion. There may be euphoric recall of events.
14. Shunning of job assignment or job shrinkage. The nurse is apt to drop out of professional activities.

The Nurse Who Is Stealing From the Unit

1. Always volunteers to give medications.
2. Medicates another nurse's patient.
3. Always uses the maximum PRN dosage when other nurses use less. The maximum PRN dosage may always be used on one shift but not on another. (The PRN medications afford the greatest opportunity for the nurse to supply her habit.)
4. Has responsibility for patients who complain that medications given on one shift is not as effective as on others, or that they did not receive medication when the records shows they did.
5. Has frequent wastage, such as spillage of drugs or drawing blood into the syringe.
6. Is working on a unit where drugs are disappearing or seals have been

tampered with.

7. May always offer to count narcotics to make sure the count is correct.
8. Has pinpoint pupils, shaky hands, could be sleepy or hyper while on duty.

Keep in mind that no indicator, or group of indicators, is unique to chemical dependency or emotional disorders. However, if there is a drop-off in the work performance of a previously good employee, the supervisor should consider the possibility of a problem if several indicators are present.

INDICATION OF POSSIBLE SUBSTANCE ABUSE

Job Performance Changes

- Illogical or sloppy chart entries
- Change in handwriting
- Late entries of narcotics/drugs on records
- Frequent errors
- Too many controlled drugs spilled or broken
- Wastage of controlled drugs not observed
- Too many medication errors
- Charting on patient records not matching M.A.R. and/or the physician's orders
- Difficulty meeting deadlines
- Controlled drugs and tranquilizers only being given when suspect nurse works
- Patients complaining of little or no relief from pain medication when suspect nurse gives shot
- I.M. meds given when other nurses consistently use oral meds
- Use of smaller size drug than necessary (i.e., two 30 mg codeine instead of one 60 mg)
- Excessive amounts of narcotics signed out to patients by suspect nurse

Change in Behavior/Appearance

- Frequent use of bathroom
- Increased absenteeism
- Mood swings – irritability/forgetfulness
- Long lunch hours
- Eating alone

- Frequent coffee breaks alone
- Preference to work alone
- Disheveled appearance/changes in manner of dress
- Calls in to request comp time at the beginning of shift
- Changes in work performance
- Bulky clothing/black and blue marks over veins
- Volunteers to work too much overtime
- Stays late (afraid errors will be found)
- Defensive about errors
- Excessively offering to hold the narcotic keys
- Storage of old syringes in pockets, may leave with them
- Uses sick leave frequently
- Absent from floor without explanation
- Excessive use of syringes
- Drinks sodas excessively
- Excessive use of breath mints
- Red or bleary eyes
- Tremors, unsteady gait, slurred speech
- Sleeping on the job
- Symptoms of delusion
- Depression/excessive happiness
- Rigid negative attitudes
- Symptoms of powerlessness
- Frequent surgery or pain
- Prolonged use of controlled drugs

Identification Criteria – Pre-employment

- Numerous job changes in last 3-5 years
- Frequent moves
- Inability to remember employment record
- Frequent hospitalizations
- Unexplained lapses in life
- Inappropriate references
- Overeducated/prepared for the job
- Reluctant for immediate physical exam
- Unable or reluctant to give recent references

Confrontation

- Whenever possible, establish agency policy and procedure prior to confronting nurses
- Train management staff
- Encourage nurses to discuss concerns with supervisors and make it standard

policy for managers to follow up on those concerns

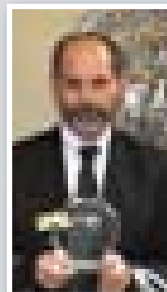
- Identify concerns in writing with backup
- Evaluate the evidence to see if it has a pattern, is clear, and is accurate
- DO NOT CONFRONT until all information is obtained
- Never confront anyone alone, gain assistance from appropriate agencies
- Have specific data written out
- When possible, plan the confrontation; have at least one "dry" run
- Be systematic – identify the perceived problem, show the supporting evidence, allow for the nurse to respond, stick to the relevant facts, ask direct questions, including hard ones (i.e., Did you take the Demerol?), repeat questions as many times as needed, tell the nurse the consequences of her choices (i.e., employee assistance, a report to the BON, possibility of return to job, termination)
- Consult with agency legal personnel if necessary prior to the confrontation
- When possible have the confrontation in

a controlled environment

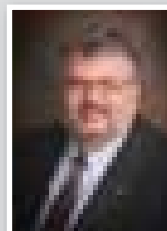
- Start by stating the purpose of the meeting
- Show the nurse the evidence you have put together
- Do not rush, expect denial; time and persistence may allow the nurse to tell you the truth, but follow the set course of action
- Have sources of help prearranged
- Family involvement is often counterproductive initially
- Advise the nurse the law requires that you report any alleged violation of the *Nurse Practice Act* to the State Board of Nursing
- Phone the Board of Nursing and give them a brief description of the relevant events
- Follow up your phone call with a detailed letter that outlines events in sequence and includes copies of supporting evidence (i.e., letters from personnel involved, copies of patient records)

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CONGRATULATIONS



Board member Richard Spivey, LPN, of Greenbrier, received the Nurse of the Year Award from the Arkansas Health Care Foundation at the Sixth Annual Caregiver Awards Gala.



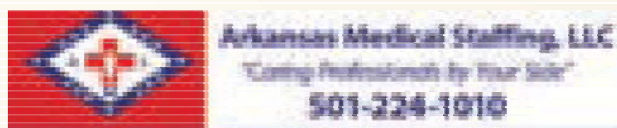
J. Roger Huff has been named the Arkansas State Ambassador for the Hospice and Palliative Nurse Association. Huff is a LPN Board member from Springdale.

RONALD MCDONALD HOUSE

The ASBN staff celebrated the spirit of Christmas by collecting food and preparing a meal for families staying at the Ronald McDonald House in Little Rock. Staff also donated cleaning supplies, paper products, toiletries and pop tabs to the Ronald McDonald House. We truly felt we made a difference to the families at the House and we're honored to help such a deserving organization.



L to R: Sue Tedford, Lori Gephardt, Evelyn Miller, Jackie Gray, Mary Stinson



Arkansas' **BEST** agency **NURSES** caring for the **GREATEST** families and facilities throughout Arkansas!

You deserve:

A caring professional nursing staff, competitive rates and excellent customer service when your staffing needs arise. No long term contracts are necessary we are here when you need us, and you are not contractually obligated when you don't.

Start off 2011 with "Caring Professionals by Your Side" that you will be happy to have assisting your team!

We Welcome and Provide Statewide

Registered Nurses, Licensed Practical Nurses, Certified Nursing Assistants in all areas of healthcare.

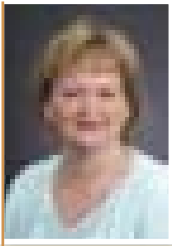
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Administrative Services Manager

MOVING . . . DO WE HAVE YOUR ADDRESS?

Moving can be a stressful experience. There are the obvious difficulties to overcome, such as packing, aching backs, and looking through boxes to find your socks and toothbrush. When your address changes, there are also many people you must notify. When considering whom you need to contact, do not forget to add the Arkansas State Board of Nursing to your "notify list." It is not just a good idea to give the Board your current address; it is required.

The information in this paragraph is an excerpt from the Arkansas State Board of Nursing *Rules*, Chapter 2, (Licensure: RN, LPN & LPTN) Section XI, Name or Address Change:

- A. A licensee, whose name is legally changed, shall be issued a replacement license following submission of the current license, along with a notarized statement, copy of marriage license, or court action, and the required fee.
- B. A licensee, whose address changes from the address appearing on the current license, shall immediately notify the Board in writing of the change.

Similar wording related to name and address changes can also be found in the following locations:

- 1) Arkansas State Board of Nursing *Rules*, Chapter 3, (Registered Nurse Practitioner) Section IV
- 2) Arkansas State Board of Nursing *Rules*, Chapter 4, (Advanced Practice

Nursing) Section V
3) Arkansas State Board of Nursing *Rules*, Chapter 8, (Medication Assistant – Certified) Section X

We make it easy for you to keep your address current. All we need is your information in writing. There are a variety of ways to submit your information.

- Change your address online (if it is also time to renew your license, be sure to change your address first).
- Download an address change form from our website and mail, fax or deliver the completed form to our office (this form is also available at the office of the Arkansas State Board of Nursing).
- Write a letter stating your name, new address, county, social security number, license number, and primary state of residence along with your signature to the Board. This information can also be mailed, faxed or delivered to our office.
- E-mail your name, new address, county, license number, and primary state of residence to the Board.

Renewal notices are mailed as a courtesy. Though receiving your renewal notice in the mail is a good reminder that it is time to renew your license, failure to receive this notice does not excuse the requirements for keeping an active license. The

consequences for late renewal can be costly; you could receive late fees and possible disciplinary action for practicing without a license. Having the incorrect address listed could also cause you to miss other important correspondence from the Board. Changing your address at the post office does not automatically change your address at the Board. We must have a **written request** to make the change. No additional documentation is required if you are just changing your address. However, if you change your name, you must include a copy of your marriage license or court action to make the change. If you would like a new card with your new name, you should also enclose a \$25 fee for each license held. We waive this fee if you change your name when you renew your license.

Where to send your address/name change information:

By mail: Arkansas State Board of Nursing
1123 S. University, Suite 800
Little Rock, AR 72204

By fax: 501-686-2714
By e-mail: smoore@arsbn.org
Online: www.arsbn.org

It is easy to stay current and far too important to ignore. So, when you write your aunt and call the water department, be sure to remember the Arkansas State Board of Nursing.

FAQS

Q I have attended several workshops. Which ones can I use when I renew my license?

A Your contact hours must be less than two years old, practice focused (related to your job if you work as a nurse) and accredited by an ASBN approved Approval Body. You can find a list of approved approval bodies on the ASBN website, www.arsbn.org. Activities that cannot be used for continuing education are orientation, in-services, refresher courses, and workshops designed for the lay public.

Q Once I have received discipline, will my license always be “flagged”?

A Yes. When an employer checks the registry, if you have currently or previously received discipline, it will direct you to contact our board office (this is also the case if your license is under investigation). At that point, the employer will be told the status of your license, the expiration date, and that you are or were under a period of discipline. They may request a copy of the disciplinary documents under the Freedom of Information Act. If the license status is under investigation, the employer is not informed as to the reason of the investigation.

Q How do compact licenses work?

A Nurses who reside in Arkansas and hold an unencumbered Arkansas RN or LPN license to practice may practice in any of the compact states on the license issued by the Arkansas State Board of Nursing. Only when RNs and LPNs move their permanent residence to one of the other compact states will they be required to apply for and obtain the other state’s nursing license. RNs and LPNs may work for 30 days on their nursing license after moving from one compact state to another.

Reserved for ad

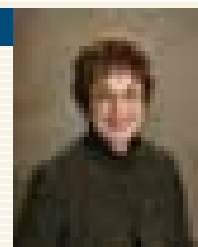
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Carolyn Spillers, RN

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HIP, HIP, HIPAA, HOORAY

The acronym HIPAA (Health Insurance Portability and Accountability Act) should be as familiar to health care workers as CPR or PRN.

HIPAA was signed into public law in 1996 and went into effect in 2000. As the law states, the purpose of HIPAA Provisions is to “improve efficiency and effectiveness of health care systems by standardizing the electronic exchange of administrative and financial data.” It is the “Federal Floor” of Privacy Protections.

HIPAA is designed to reduce health care fraud and abuse, guarantee security and privacy of health information, assure health insurance portability, and enforce standards for health information.

Privacy is making sure that a person's health information is not disclosed to others who are not involved in the person's direct treatment or health care insurance coverage. On Aug. 14, 2002, Tommy Thompson, Health and Human Services secretary, said, “The Privacy Rule strikes a common sense balance by providing consumers with personal privacy protections and access to high quality health care.”

Protected Health Information (PHI) may be written, electronic, spoken, or in any other form. It includes any health information that could identify an individual patient, including: name, address, phone number, health insurance number, Social Security number, medical record/account number, billing and payment records,

as well as anything about the patient's past, present or future medical conditions and treatment.

As a general rule, providers may not use or disclose PHI, except as permitted or required by the Privacy Rule. Arkansas relies on the Federal HIPAA law for guidance. Providers may use or disclose PHI to carry out essential health care functions, i.e. treatment, payment, and healthcare operations.

A valid patient authorization is required for certain disclosures to attorneys, schools, or situations where use falls outside of the treatment, payment and operations, and for which there is no exception for the authorization requirement.

The Privacy Rule permits use and disclosure of protected health information without an individual's authorization or permission for 12 national priority purposes. These include:

- As required by law, including by statute, regulation, or court orders
- For public health
- About victims of abuse, neglect or domestic violence
- For health oversight activities
- For judicial and administrative proceedings
- For law enforcement purposes under certain circumstances and subject to specified conditions (always consult your privacy officer)
- About decedents, to coroner, medical examiners, funeral directors

- For cadaveric organ, eye or tissue donation
- For research purposes
- To avert a serious threat to health or safety
- For specialized government functions
- For Worker's Compensation

Under recent changes in the law, state and federal authorities may now hold employees individually responsible for their actions in regards to HIPAA violations. Fines for obtaining or disclosing PHI without proper authorization can range from \$100 per violation to as much as \$1.5 million. In addition to fines, criminal prosecutions (i.e., someone goes to jail) may occur depending on the type of violation. It can be as little as one year or as much as 10 years. Civil suits may be brought by state attorneys general. Licensing boards may also bring disciplinary actions.

Potential HIPAA violations include:

1. Releasing information to a caller who is not properly identified as being authorized to receive information.
2. Looking at the PHI of a co-worker, a supervisor, family members, friends, or yourself for non-work reasons.
3. Posting information about a patient or specific information about a day at your workplace on a social networking site such as Facebook.
4. Obtaining PHI with the intent to sell it, give it to someone else, or

use it for malicious reasons.

To protect yourself and your patients, you must become very privacy conscious. Verify the fax number before faxing PHI. Do not send patient information via e-mail unless it is encrypted. Do not share your computer password at work with anyone, log off before you leave your computer, and make sure your computer screen is not visible to the public. Be an advocate for the responsible use of social media. Spread the word and educate your co-workers on the risks of posting PHI, and explain how it creates a liability for facilities and individuals.

Whenever you are in doubt about the release or sharing of PHI, check your HIPAA policies or contact your privacy officer for guidance. Prevention of unauthorized release is always better than having to mitigate damages after the fact.

Governor Beebe declared November 8-14, 2010, as National Perioperative Nurses Week. Perioperative nurses are nurses that work in the surgical setting taking care of the patients in the pre-operative, inter-operative, and post-operative setting. Pictured are members of the AORN (Association of Perioperative Nurses) central Arkansas Chapter.



Back Row, L to R: Beth Felty, Tammy Roberson—Treasurer, Mairi McCartney, Alysia Powell, Lea Woodrow—Secretary

Front Row, L to R: Renee Lawrence—President, Elizabeth Dover—President-elect, Terry Allaby, Gov. Beebe, Kenny Worley—Arkansas State Legislative Coordinator, Amy Vent

For Arkansas

The U.S. Department of Labor is recruiting to contract with Registered Nurses, intermittently and part-time in Ft. Smith, AR, Jonesboro, AR and Little Rock, AR to coordinate medical management of injured Federal workers. The period of performance for such contracts will be 2 years plus 3 one year options. Minimum requirements are: applicable state licensure(s), 2 years of case management experience and 2 years medical-surgical experience. Applicants must have computer skills and provide their own personal computers and internet connectivity to work on these cases. Due to privacy concerns, use of public access computers or public access internet is not acceptable. The reimbursement rate is \$75.00 per hour for professional time and \$37.50 for administrative/travel time. A two day certification training session in Kansas City, MO is mandatory. No reimbursement for travel or lodging for certification training is provided. Applicants selected as contract nurses will be subject to the Privacy Act of 1974 in all matters related to federal employees and federal employee records. Federal employees and nurses working as contractors for other federal nurse intervention return to work programs are precluded from applying.



Please send letter of interest to:

**Patricia M. Wood, R.N., National Office Nurse Consultant
U.S. Department of Labor/OWCP
Room S-3201, 200 Constitution Ave. N.W.
Washington, D.C. 20210**

Postmark is to be no later than March 5, 2011.

SOUTHARK COMMUNITY COLLEGE AND EL DORADO

A perfect combination

By Randall Eden

In the news most recently due to the first 700 students to receive the “El Dorado Promise” scholarship for graduating El Dorado high school seniors, El Dorado, Arkansas has always been a “Boomtown” in one way or another. Today it’s becoming known for educating some of the finest nurses in the state and standing four square behind the college that calls El Dorado home. That college is SouthArk.

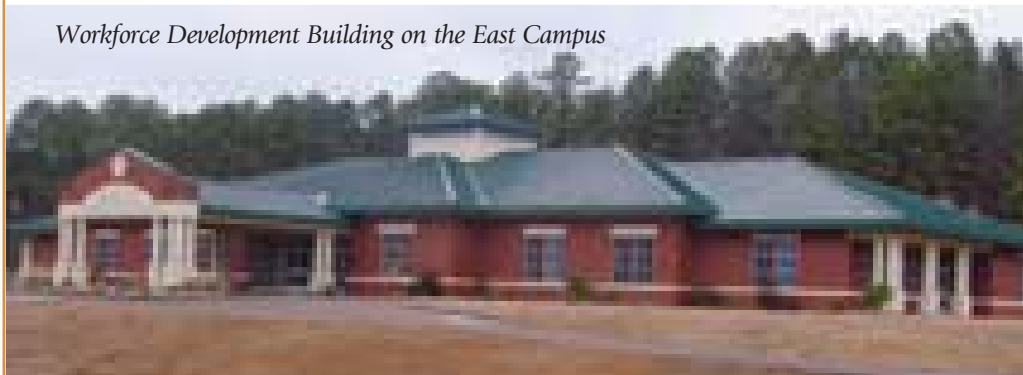
South Arkansas Community College, known as SouthArk to most, is a public, two-year institution offering a wide range of degrees and certificates as well

as a high academic standard for those wishing to transfer to a university. The enrollment of approximately 1800 students comes mainly from the counties of Union, Columbia, Ashley, Ouachita, Bradley and Chicot in South Arkansas and draws a fair number of students from North Louisiana. Approximately 49% of enrolled students are concentrated in the health sciences field. In addition to Certified Nurse Assistant, Practical and Registered Nursing, programs available include: Emergency Medical Technician and Paramedic, Health Information Technology, Medical

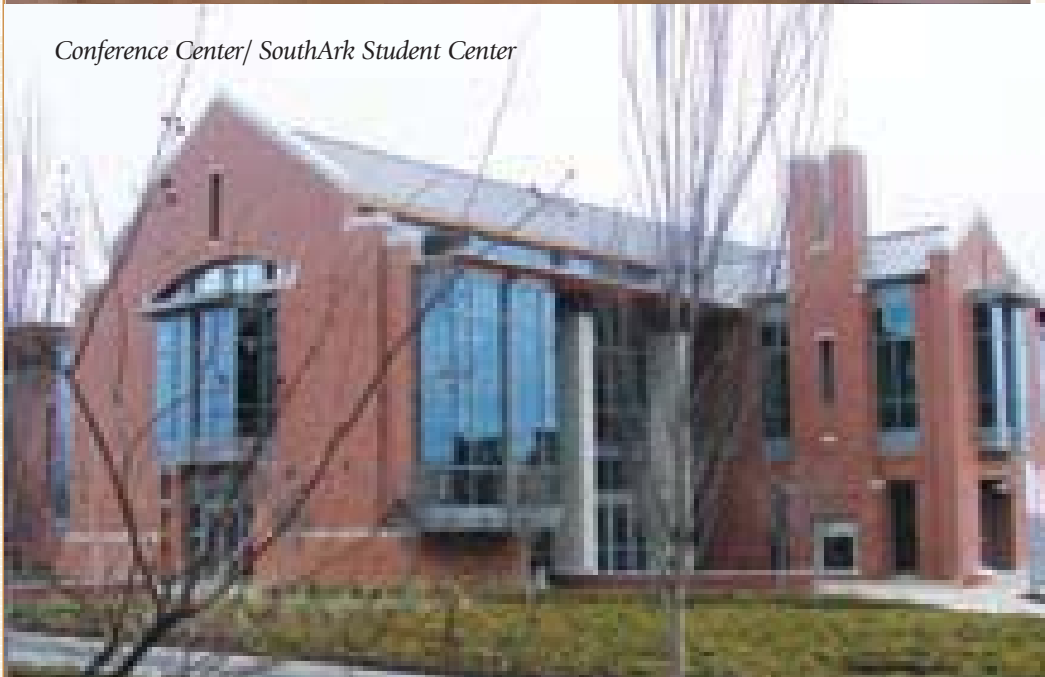
Laboratory Science, Occupational Therapy Assistant, Physical Therapist Assistant, Radiologic Technology, Respiratory Therapist, Surgical Technology and there’s much more. Visit their website at www.southark.edu to learn more. The Betty Owen School of Practical Nursing is named after the original Director of Nursing at the school who began teaching there in 1965 and continued until her retirement. The name was bestowed upon her retirement from SouthArk. She lay in state in the school’s historic gymnasium after her death, for a memorial service attended by many of her past students as a show of their appreciation and respect.

The history of SouthArk begins in 1992 when Oil Belt Technical College, founded in 1967, was merged with the El Dorado branch of Southern Arkansas University (1975) to create the two-campus Southern Arkansas Community College with degree and certificate-awarding credit programs, community

Workforce Development Building on the East Campus



Conference Center/ SouthArk Student Center



*Dr. George Roberts, EdD, MLS, and
Nita Green, RN, MSN*

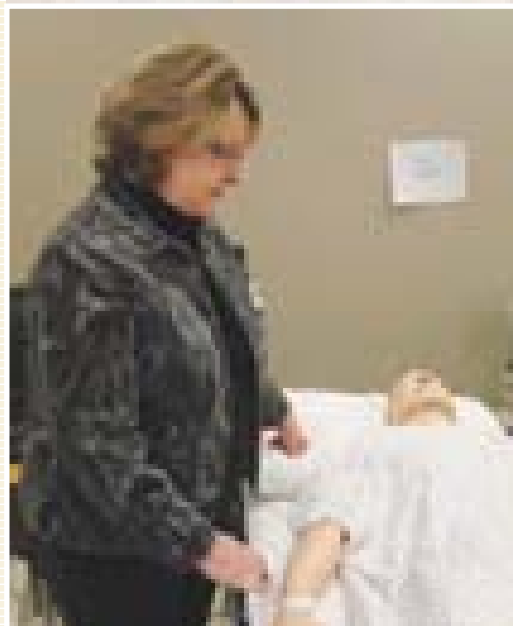
Photography by:
Ashlee Hill



classes and corporate education. The West Campus is located downtown, housing administration, the gymnasium, the library health and natural sciences and computer technology classes, while the East Campus is located just a few miles outside town. The East Campus (formerly Oil Belt Technical College) in addition to housing some nursing classes is home

to the trade and industrial programs like welding and cosmetology as well as general education and adult education classes. It's also the location of the Workforce Development Building providing community classes and classes for currently employed workers and those seeking to improve their employability. Off campus instruction includes nursing and early childhood classes taught at the South East Arkansas

Community Education Center in of South Arkansas (SEACBEC) and clinical experience classes at the Area Health Education Center of Southeast Arkansas (AHEC-SA) Medical Center of South Arkansas, hospitals in Camden, Warren, Crossett, and Magnolia as well as several retirement centers such as Hudson Memorial Nursing Home, Oak Ridge Nursing Home, Wagnon Place and Timberlane Health and Rehabilitation.



Brenda Murphree, RN, Board President

This integration of the school with the community, in this and other ways, is typical and has led to SouthArk being a much beloved part of the El Dorado community.

This spring SouthArk will move into two new buildings on the West Campus. The new Health Sciences Center will house classes and laboratories to accommodate their burgeoning health-related programs. Also, in testament to the community support for SouthArk, the city-owned and school-managed multipurpose Conference Center and SouthArk Student Center will open. It's an event venue as well as the center for registration, academic advising, financial aid and all student services including a student center and site for a café and bookstore.



These new facilities will serve to improve the already first class nursing programs SouthArk offers. Pass rates for RNs at SouthArk are consistently at 95% and that's well above Arkansas and National averages. LPN rates are only slightly lower and at, or above, the national level.

Some of the programs are now operating under a three year grant written by Dr. George Roberts, EdD, MLS Dean of Health and Natural Sciences. Dr. Roberts is excited about yet another large \$545,000 grant recently received from SHARE, a local foundation. This grant will be used in part to allow the department to hire a specialist and develop simulation laboratories using the sophisticated electronic simulated men and women "manikins" to set up scenarios that might not regularly occur during student clinicals—such as childbirth.



Dr Roberts is justifiably proud of his department and is constantly working to upgrade. Many faculty members in the department are currently working on a higher degree of education. Dr. Roberts says his instructors "are not educators by education, but were educated to be health care practitioners." They have all become teachers after careers in various health care fields. Faculty development is a prime goal of the entire school and is rigorously practiced.

Nita Green, RN, MSN, Program Director, explained SouthArk's participation in the Arkansas Rural Nursing Education Consortium. ARNEC is an LPN/LPTN/LVN-to-RN transition program that involves eight colleges. Allison DeLong is the program director for this program. Instruction is via Interactive Satellite Television with occasional breaks so that students may ask live questions of the instructor through the satellite hook-up. The pass rate for the eight college consortium is 95.31%. Admission per class varies at each college with some accepting up to forty per class. SouthArk accepted twenty for the 2011 class, but may increase that number to thirty in 2012.

SouthArk's class sizes are closely monitored to be certain they are not graduating more nurses than the market is ready for. While there is a national and statewide shortage of nurses, the majority of SouthArk's graduates choose

to practice locally and there a finite number of positions available on that level. Today there are approximately 90 students each year in nursing programs at SouthArk. There are classes offered in the evenings for students who are working and a satellite program in Warren on the high school campus. Clinicals for those students are performed at the Bradley or Ashley County hospitals.

As you can see SouthArk is very involved in the community that surrounds it and the community embraces "their college." The area is a great place to live and work—and attend college! El Dorado's Main Street is an award-winning endeavor that shows the pride of the citizens of El Dorado. It has become so popular with its shops and restaurants that it has displaced a mall in the city.

In addition to the educational opportunities, the city offers big city amenities with a small town friendliness

SouthArk's class sizes are closely monitored to be certain they are not graduating more nurses than the market is ready for. While there is a national and statewide shortage of nurses, the majority of SouthArk's graduates choose to practice locally and there a finite number of positions available on that level.

that just can't be matched. The area offers nearby state parks and waterways for recreation. Museums and the South Arkansas Arts Center can satisfy your desire for local culture.

SouthArk and El Dorado may be just the place you've been wanting to call home.

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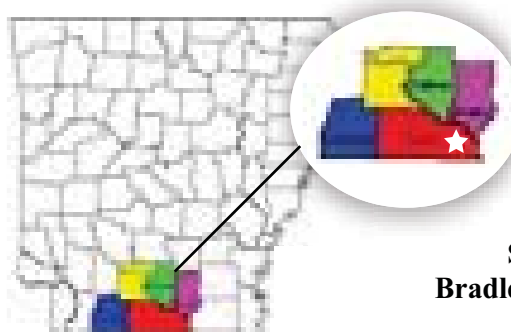
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- Quarterly Uniform Allowance
- Quarterly Bonus for Outstanding Service
- Credit Union

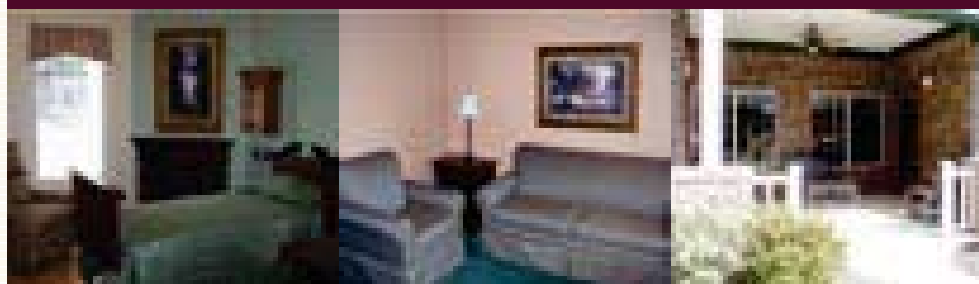


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Background

- The NLC allows a nurse (RN and LPN/VN) to have one multistate license in the nurse's primary state of residency (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.
- Lawful practice requires that a nurse be licensed or have the privilege to practice in the state in which the patient is located at the time care is directed or service is rendered. This pertains to practice by physical or electronic means.
- Nurses holding a multistate license are allowed to practice across state lines, except when practice is limited to the home state due to a restriction on the license or some level of disciplinary action.
- Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for licensure in each state in which they practice unless exempted when employed in a federal facility.
- To view a map of compact states, visit www.ncsbn.org/nlc.

Definitions

- **Compact:** An interstate agreement between two or more states established for the purpose of remedying a particular problem of multistate concern (*Black's Law Dictionary*).
- **Party or Compact State:** Any state that has adopted the NLC.
- **Home State:** The party state that serves as the nurse's primary state of residence.
- **Primary State of Residence:** The state in which a nurse declares a principal residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return, Military Form #2058 or voter registration.
- **Remote State:** A party state other than the home state where the patient is located at the time nursing care is provided or in the case of the practice of nursing not involving a patient, a party state where the recipient of nursing practice is located.
- **Nursys®:** A database with a free public access website (www.nursys.com) that contains the licensure and disciplinary information of all licensed registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs), as contributed by party states.

Employer Verification of a Nurse's Licensure Status

- Employers need to verify the licensure status of all nurses seeking employment. Many state boards of nursing have gone paperless and no longer issue a wallet size license card. NCSBN's online verification system, Nursys® (www.nursys.com), provides licensure data obtained directly from the licensure systems of boards of nursing through frequent database updates.
- It is important to verify licenses online with Nursys or with the state board of nursing where the nurse is licensed.
- All NLC states provide licensure data to Nursys. Many, but not all non-NLC states provide licensure data to Nursys. To view a map of Nursys licensure-participating boards of nursing, visit <https://www.nursys.com/NLV/LicenseVerificationJurisdictions.aspx>.
- For those states that submit licensure data to Nursys, employers can verify a nurse's license and receive a Licensure Quick Confirm report at no cost by visiting www.nursys.com. The report will contain the nurse's name, jurisdiction, license type, license number, compact status (multistate/single state), license status, expiration date, discipline against license and discipline against privilege to practice.
- For those states that do not submit licensure data to Nursys, employers can verify a nurse's license via a board of nursing website, however, they will not have access to the licensee's licensure, discipline or privilege to practice status in other states.
- To verify temporary licenses, employers must contact the board of nursing that issued the temporary license.



Licensure and Privileges

- A nurse licensed in a compact state must meet the licensure requirements in the primary state of residence (home state). When practicing on a privilege in a remote state, the nurse is accountable for complying with the Nurse Practice Act of that state.
- Compact states may issue a multistate or a single state license. Employers should verify licensure status online.
- A nurse with an active multistate license has the privilege to practice in any of the remote states.
- The NLC laws allow for the nurse to hold only one active license in his or her primary state of residence. Employers should not require the nurse to apply for licensure in a remote state when the nurse has lawfully declared a primary state of residence based on where he or she pays federal income tax, votes and holds a drivers license.
- A nurse who holds a license issued by a state that is not a member of the NLC has a single-state license that is only valid in that state.
- While under some levels of disciplinary action, multistate privileges may be removed and the nurse's practice may be restricted to the home state.

Requirements when a Nurse Moves

- When a nurse declares a new compact state as his or her primary state of residence, the nurse must apply for licensure by endorsement in the new state of residency.
- When a nurse changes primary state of residency by moving from one compact state to another, the nurse can practice on the former license for up to 30 days. The 30-day period begins on the nurse's first day of employment. If the licensee begins employment before changing the primary state of residence, the 30 days begins upon the date that the licensee establishes a new primary state of residence. Obtaining a drivers license in the new state, for example, would signify the establishment of a new primary state of residence. The nurse is required to apply for licensure by endorsement and complete a declaration of primary state of residency in the new home state, whereby a new multistate license is issued and the former license is made inactive.
- Licensure renewal cycles vary state to state. Nurses are required to promptly declare a new state of residency when they obtain a new drivers license, change where federal taxes are paid or register to vote and must not wait for their license to lapse or expire in the prior home state.

Complaints

Should you need to report a nurse practice violation, contact the state board of nursing where the nurse is practicing or report the information to the board of nursing in the home state of licensure.



For more information about NLC, visit
www.ncsbn.org/nlc or e-mail nursecompact@ncsbn.org.

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www.adhhomework.org

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Qualifications: Bachelor's degree in nursing with two years of clinical experience required. Masters degree in nursing with expertise in child health or psychiatric nursing as well as teaching experience preferred. Must have an active, unencumbered license to allow practice as a registered nurse in Arkansas and demonstrate expertise and competence in nursing practice. Salary is commensurate with education and experience. Candidates should submit a completed PCCUA employment application, three professional letters of reference, and photocopies of transcripts for all post secondary work as well as nursing licensure to Personnel Director, PCCUA, PO Box 785, Helena, AR 72342. For an application visit www.pccua.edu or email ejames@pccua.edu AA/EOE

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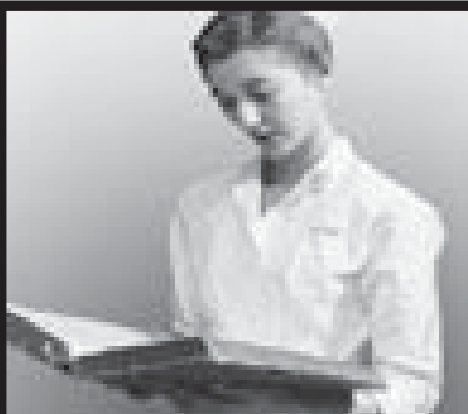


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JPMC

A signed employment agreement is required. For further details, contact Debbie Robinson, Nurse Recruiter: 870-541-7774 phone robinsond@jpmc.org

Continuing Education Workshop

NURSING TODAY: Ethics, Leadership, Social Networking and More

Schedule

8:00 a.m.	Registration
8:30 a.m.	ASBN 101
9:00 a.m.	What's So Social About Social Networking?
10:00 a.m.	Break
10:15 a.m.	Extreme Makeover of Your Leadership Abilities
11:00 a.m.	The Disciplinary Process: From Investigation to Resolution
12:00 p.m.	Lunch
12:45 p.m.	Nurses Beware: Ethical Issues
1:30 p.m.	Protecting Your Privilege to Practice
2:30 p.m.	Break
2:45 p.m.	NCLEX®

REGISTRATION FEE: \$45.00 (includes lunch)
Pre-registration required. Fees are non-refundable.



2011 Dates and Locations

February 17	Baptist Health School of Nursing 11900 Colonel Glenn Road, Little Rock
March 10	Sparks Regional Medical Center 1001 Towson Avenue, Fort Smith
September 27	University of Arkansas Community College at Batesville 2005 White Drive, Batesville
November 17	Baptist Health School of Nursing 11900 Colonel Glenn Road, Little Rock

This continuing education sponsored by the Arkansas State Board of Nursing is awarded 6.0 contact hours. Participants who leave immediately prior to the NCLEX presentation will receive 5.0 contact hours. E-mail info@arsbn.org if you have questions.

Application for CE approval has been submitted to Arkansas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Provider Code 10-32-EA

Register online at
www.arsbn.org

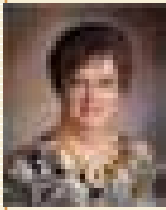
REGISTRATION FORM

Mail completed registration form and \$45.00 registration fee (in-state check or money order) to ASBN, 1123 South University, Suite 800, Little Rock, AR 72204. Registration must be received one week prior to workshop.

Check date you plan to attend: ☐ February 17 ☐ March 10 ☐ September 27 ☐ November 17

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Greatness is but many small steps. Small steps can become great strides on your way to achieving goals. Caputi (2007)

I remember the first day of nursing school orientation. I recall the excitement as the instructors explained the requirements of each course and outlined the program. I vaguely remember the instructors discussing an examination that would be administered after graduation. It was called the National Council Licensure Examination (NCLEX®). At the time, the examination seemed so far away. I did not think about it much until I learned of its significance as I progressed through the program.

Frequently, the Arkansas State Board of Nursing (the Board) staff receives questions regarding the NCLEX. Questions range from how to initially prepare for the NCLEX to what happens when a candidate does not pass. Nursing programs generally provide guidance for initial NCLEX preparation. However, in the event that a candidate is not successful on the examination, family members, friends, co-workers and prospective employers may be at a loss as to how to help the candidate stay on track and prepare to retest. It is beneficial for a candidate and his or her support system to understand the purpose of the NCLEX and strategies that will potentially enhance a candidate's success on retest.

The Board's mission is to safeguard the life and health of Arkansas citizens. To facilitate achievement of its mission, the Board, as the state licensing authority,



regulates entry into the practice of nursing. To ensure that entry-level competency standards have been met, nursing program graduates must successfully pass a nationally standardized examination after completion of a basic nursing program. The National Council of State Boards of Nursing (NCSBN) develops NCLEX-PN and NCLEX-RN. The Board uses the NCLEX as part of the process in determination of initial practical nursing and registered nursing licensure issuance.

The NCLEX is a challenge that graduates face once they have successfully completed a nursing program. Progression through a nursing program is typically designed to lay the foundation that will enhance graduate success on the NCLEX and often, a program offers an additional NCLEX preparatory course to the student or graduate. In addition to successful progression through the curriculum, there are numerous factors that influence and contribute to a candidate's success on the examination. An early appreciation of the importance of the NCLEX and significant individual preparation assist students

in cultivation of factors that potentiate success.

Successful NCLEX candidates have demonstrated achievement of the minimum competency expectations that are required to enter the healthcare workforce. The average first-time passage rate in 2010 for U.S. educated graduates was 84.03 percent for the NCLEX-RN and 86.7 percent for the NCLEX-PN (NCSBN, 2010).

Despite a candidate's best effort, there are instances when an individual is not successful on the NCLEX. The emotional impact of failing to achieve such a momentous goal can be devastating to a graduate's employment potential and subsequent financial ambition. However, on a more personal level, self-esteem and confidence is shaken. Feelings of grief and anger are often experienced following failure of the licensure examination (Griffiths, et. al., 2004). A vital tool in overcoming feelings of failure and preparing to retest is empathetic support of a candidate's key players.

It is important to understand there are a multitude of variables that may impact a candidate's ability to pass the NCLEX. The nature of today's patient population and advanced treatment modalities necessitates that the NCLEX content prepare the nurse for clinical practice involving a higher complexity of care. Therefore, NCSBN evaluates the detailed test plan every three years and revises the examination based on practice analysis empirical data. Most recently, the revised NCLEX-RN test plan was implemented in April 2010, and the revised NCLEX-PN test plan will be implemented in April 2011.

In addition to the challenge of

examination content, other elements such as test anxiety, deficient test taking skills, compromised self-esteem and lack of self-confidence may affect a candidate's initial and subsequent success on the NCLEX (Sifford & McDaniel, 2007).

An array of strategies can enhance a candidate's attitude and motivation for success. An essential component is to overcome and move past self-destructive or negative thoughts. Take a reality check and nurture the dedication and diligence required to achieve this goal. Realize that other candidates may be in the same situation. The NCLEX is a complex examination and initial failure does not automatically indicate you should pursue another career. Follow the old saying, "If at first you don't succeed, try, try again!"

One useful approach is to take a self-inventory of potential personal areas of distraction that may have contributed to the NCLEX failure, such as lack of sleep, personal or family crisis, or test anxiety. Aim to strike a balance in life. Identify measures that facilitate stress reduction and improve relaxation techniques. Increase confidence and expect success.

It is advantageous to take time to reflect on the amount and quality of preparation originally spent on first write preparation. Take ownership of learning. It is worthwhile to reexamine what is important and review career goals to revitalize study efforts. It can be helpful to break down study techniques, test taking skills and continue to use study techniques that were beneficial.

Identify existing resources that can potentially supplement deficiencies to help accomplish goals. The Board mails an NCLEX Candidate Performance Report to a candidate who does not pass the examination. The report provides key information specific to the respective test taker. For instance, it identifies the number of items administered and summarizes a candidate's strengths and weaknesses relative to the test plan. The report is a valuable diagnostic tool, and you should use it as a guide to help you

identify areas you can improve while preparing to retest.

A candidate should take advantage of the many resources available on the NCSBN website, www.ncsbn.org, by accessing the NCLEX Candidate and NCLEX Examinations tabs. It is very important to become familiar with the NCLEX Candidate Bulletin, Detailed Test Plan and Frequently Asked Questions, and use them as a guide in preparing for the examination. There are an assortment of free PowerPoint presentations on a variety of subjects including the NCLEX® Process, NCLEX Examination Tutorial, How Computerized Adaptive Testing (CAT) Works, and Examples of Passing and Failing Candidate Results. An additional source of information is available for candidates who want to sign up with NCSBN for NCLEX® Facebook and Twitter updates.

There are several different organizations that offer NCLEX review courses; some of which can be very expensive. The NCSBN Learning Extension, at www.learningext.com, offers online review courses that provide comprehensive content in a variety of lengths and prices. The review courses provide pretests, sample NCLEX questions, online study group access and forums for discussion.

Persevere. Do not allow failure to destroy your desire of becoming a nurse. Continue to take the small steps that can become great strides on your way to achieving your goal.

References

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- Griffiths, M., Papastrat, K., Czekanski, K. & Hagan, K. (2004). *The lived experience of NCLEX failure*. *Journal of Nursing Education*, 43(7), 322-325.
- NCSBN, (2010). *NCLEX Statistics 2010*. Retrieved December 7, 2010 from the National Council of State Boards of Nursing website: www.ncsbn.org.
- Sifford, S. & McDaniel D. (2007). *Results of remediation program for students at risk for failure on the NCLEX exam*. *Nursing Education Perspectives*. 28 (1), 34-36.

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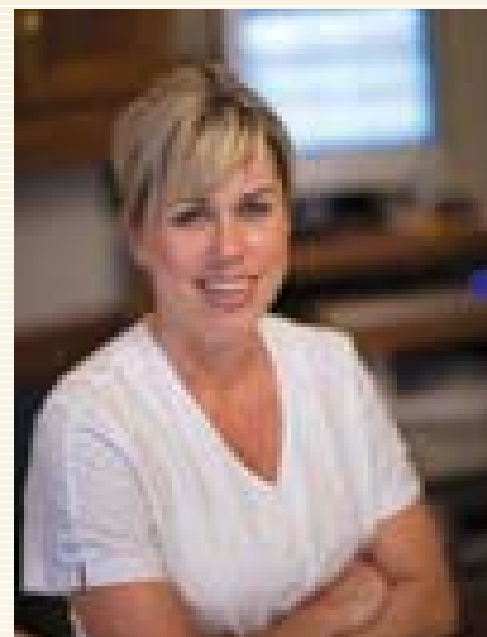
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The full statutory citations for disciplinary actions can be found at www.arsbn.org under *Nurse Practice Act*, Sub Chapter 3, §17-87-309. Frequent violations are ACA §17-87-309 (a)(1) "Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing or engaged in the practice of nursing without a valid license;" (a)(2) "Is guilty of a crime or gross immorality;" (a)(4) "Is habitually intemperate or is addicted to the use of habit-forming drugs;" (a)(6) "Is guilty of unprofessional conduct;" and (a)(9) "Has willfully or repeatedly violated any of the provisions of this chapter." Other orders by the Board include civil penalties (CP), specific education courses (ED), and research papers (RP). Probation periods vary and may include an impaired-nurse contract with an employer and/or drug monitoring and treatment programs.

Each individual nurse is responsible for reporting any actual or suspected violations of the Nurse Practice Act. To submit a report use the online complaint form at www.arsbn.org, or to receive additional information, contact the Nursing Practice Section at 501.686.2700 or Arkansas State Board of Nursing, 1123 South University, Suite 800, Little Rock, Arkansas 72204.

PROBATION

Apel, Toni Leigh Koscielny
L40684, North Little Rock
A.C.A. §17-87-309(a)(2)&(6)
Probation – 2 yrs

Blasingame, Michael James
L51067, Malvern
A.C.A. §17-87-309(a)(2)&(4)
Probation – 1 yr

Evans, Tracy Renea Sibert Bryan
R72884, L40747(exp), Crawfordville
A.C.A. §17-87-309(a)(4)&(6)
Probation – 2 years
Civil Penalty - \$1,500.00

Hill, Tammy Sue Davis
L36243, Forrest City
A.C.A. §17-87-309(a)(2),(4)&(6)
Probation – 2 yrs

Light, Amy Renee Staggs Gibbons
R51439, Bryant
A.C.A. §17-87-309(a)(4)&(6)
Probation – 2 years
Civil Penalty - \$2,500.00

McClendon, Trishanna Lea Hawkins
L51073, Hot Springs
A.C.A. §17-87-309(a)(3)
Probation – 1 yr

Taylor, Marci Danette Hope
L44826, Little Rock
A.C.A. §17-87-309(a)(6)
Probation – 1 yr
Civil Penalty - \$1,000.00

SUSPENSION

Bajorek, Margaret Teresa
L37599, Cabot
Ltr of Reprimand Non-Compliance
Suspension – 1 yr & until compliant
Late Fee – Prev Bal

Bell, Cheryl Rae
R15159, Elkins
Probation Non-Compliance
Suspension – 1 yr,
Probation – 2 yrs
Civil Penalty - \$1,500

Callanen, John William
L29438, Sheridan
A.C.A. §17-87-309(a)(1),(6)&(9)
& §17-87-207(c)(1)&(2)
Suspension – 6 mos

Daugherty, Jeanette Rene
L46474, Tecumseh, MO
Ltr of Reprimand Non-Compliance
Suspension – until compliant

Diddle, Steven R.
L40384, Fayetteville
Ltr of Reprimand Non-Compliance
Suspension – 1 yr,
Probation – 2 yrs
Civil Penalty - \$1,500

Garrett, Nichole Lynn
L46644, Watson, OK
Probation Non-Compliance
Suspension – 1 yr,
Probation – 2 yrs
Civil Penalty - \$1,500
plus Prev Bal

Hawley, Deborah Lynne Medlin
T01693, Benton
Probation Non-Compliance
Suspension – 1 yr,
Probation – 2 yrs
Civil Penalty - \$1,500
plus Prev Bal

Hickman, Shelley Elaine
L47582, Picayune, MS
Probation Non-Compliance
Suspension – 1 yr,
Probation – 2 yrs
Civil Penalty - \$1,500
plus Prev Bal

Irvan, Deborah Lee Lawson
R54256, L31298(exp), Horatio
Probation Non-Compliance
Suspension – until Coursework Completed,
Probation – 2 yrs
Civil Penalty - \$1,000

Kennedy, Yolanda Lynn McCullough
L36389, Blytheville
Ltr of Reprimand Non-Compliance
Suspension – until compliant

Kinney, Kathryn Lee Cagle Storms
L29437, Coal Hill
Probation Non-Compliance
Suspension – 2 yr,
Probation 2 yrs
Civil Penalty - \$2,000
plus Prev Bal

Lancaster, Stephanie Ruth Cox Dicus
L26860, Hot Springs
Ltr of Reprimand Non-Compliance
Suspension – until compliant

McKelvy, Connie Jane Hawley
L30169, Bluff City
Ltr of Reprimand Non-Compliance
Suspension – until compliant

Peppers, Robin Elaine Russell
R31172, Conway
Probation Non-Compliance
Suspension – 6 mos,
Probation – 2 yrs
Civil Penalty - \$1,000

Tate, Evelyn Marie Andrews Savage Baker
L11657, Little Rock
Probation Non-Compliance &
A.C.A. §17-87-309(a)(4),(6)&(9)
Suspension – Indefinite

VOLUNTARY SURRENDER

Cash, Shannon Elizabeth Carruthers
L35933, Rison
November 9, 2010

Cooper, James Christifer
L33595, Amagon
November 4, 2010

Depriest, Sheryl Lynn Ellington
L45063, Benton
November 1, 2010

Fraleay, Barbara Lucille
L29666, Lavaca
November 1, 2010

Fisher, Montie Ray
L48531, Cedarville
November 2, 2010

Garbett, Elizabeth Ann Faulkner
R70796, Little Rock
November 2, 2010

King, Laurie Ann King Hardin Watts
L30127, Benton
October 21, 2010

Mueller, Debra Anne Vaughan Gouin
R81109, L44018 (inactive), Searcy
November 9, 2010

Rowe, Terra Michelle Whitworth
R69801, White Hall
November 1, 2010

Smith, Julie Ann
L38787, Mineral Springs
November 10, 2010

REINSTATEMENTS WITH PROBATION

Arnett-Jackson, Jessica Latrice
R73751, L37711 (exp), Pine Bluff
A.C.A. §17-87-309(a)(4)&(6)
Probation – 3 yrs
Civil Penalty - \$3,000.00

Roberts, Jason Lynn
L40166 (exp), Bryant
A.C.A. §17-87-309(a)(4)&(6)
Probation – 3 yrs
Civil Penalty - \$1,000
plus prev bal

REINSTATEMENTS

Bruno, Penny J Clark
R67899, Springdale
November 1, 2010

REPRIMAND

Arnold, Brenda Gail McCoy
L29412, Jacksonville
A.C.A. §17-87-309(a)(1), §17-87-207(c)(2) & Rules
Civil Penalty - \$750.00
September 15, 2010

Arrowood, Yvette Lynn Thomas
R56287, L29413 (exp), Lakeview
A.C.A. §17-87-309(a)(6)
October 5, 2010

Baker, Jennifer Lauren Kimpel
R76912, Benton
A.C.A. §17-87-309(a)(6)
October 7, 2010

Baker, Lindsey Nicole
L46894, Monticello
A.C.A. §17-87-309(a)(6)
October 8, 2010

Caillouet, Michaele Kay
R82339, Heber Springs
A.C.A. §17-87-309(a)(6)
September 8, 2010

Duncan, Crystal D Loomis
R56040, Camden
A.C.A. §17-87-309(a)(1), §17-87-207(c)(2) & Rules
Civil Penalty - \$750.00
September 16, 2010

Edmonds, Ruth Jeanne Sakmar Michaels
L27651, Mabelvale
A.C.A. §17-87-309(a)(6)
October 6, 2010

Ford, Kristal Gail
R66299, Wylie, TX
A.C.A. §17-87-309(a)(6)
August 20, 2010

Hernandez, Heather Dawn
L40541, Greenwood
A.C.A. §17-87-309(a)(1),(6)&(7)
August 26, 2010

Lihono, Diane Tsono
L48122, Pine Bluff
A.C.A. §17-87-309(a)(6)
August 19, 2010

Marcusen, Thane
R53321, Yellville
A.C.A. §17-87-309(a)(6)
September 23, 2010

McGraw, Kimberly Marchell
L39812, Jacksonville
A.C.A. §17-87-309(a)(1),(6)&(7)
September 7, 2010

Monday, Pamela Jean
L40458, Morrilton
A.C.A. §17-87-309(a)(1)
September 8, 2010

Ruble, Mamie Susan Ruble Winchester Ruble-Percefull
A01440, R30576, Hot Springs
A.C.A. §17-87-309(a)(6)
August 26, 2010

Tyson, Chelsea Lanae
L49253, Mammoth Spring
A.C.A. §17-87-309(a)(6)
September 7, 2010

Wilden, Sara Jane
L48196, Salem
A.C.A. §17-87-309(a)(6)&(9)
August 8, 2010

Vandett, Jessica Myra
A03423, R86282, Little Rock
A.C.A. §17-87-309(a)(1)&(2)
September 15, 2010
September 8, 2010

REVOCATION

Hancock, Melissa Susan Johnston Girard
L36278, Little Rock
A.C.A. §17-87-309(a)(1),(6)&(9)
November 4, 2010

PROBATION

Adams, Marshall Derrick
R87676, Bella Vista
A.C.A.\$17-87-309(a)(2)
Probation - 1 ½ yrs

Burch, Michael Anthony
L51192, Caruthersville,
MO
A.C.A.\$17-87-309(a)(2)
Probation - 1yr

Caillouet, Michael Kay
R82339, Atlanta, GA
A.C.A.\$17-87-309(a)(6)
Probation - 1 ½ yrs
Civil Penalty - \$500

Carlton, Jennifer Lynn
Hainline
R81448, L38272 (exp),
Gravette
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$1,000

Cunningham, Kara
Suzanne
L51193, Mulberry
A.C.A.\$17-87-309(a)(2)
Probation - 1 ½yrs

Davis, Jonathan David
L51194, Lowell
A.C.A.\$17-87-309(a)(2)
Probation - 1yr

Eisele, Andrew Martin
R87677, Fayetteville
A.C.A.\$17-87-309(a)
(2)&(6)
Probation - 1yr

Graham, Marie Antoinette
Lewis
A03059, R54905, PAC
2959, North Little Rock
A.C.A.\$17-87-309(a)(6)
Probation - 3yrs
Civil Penalty - \$500

Green, Misty Don Stevens
Darr
R64701 (exp), L38016
(exp), Jonesboro
A.C.A.\$17-87-
309(a)4&(6)
Probation - 3yrs
Civil Penalty - \$1,500

Hamilton, Christina Gaye
Cockrill
R72698, Cabot
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$2,000

Held, Courtney Elizabeth
R84763, Mabelvale
A.C.A.\$17-87-309(a)(6)
Probation - 2yrs
Civil Penalty - \$1,300

Honnoll, Kerri Lynn
R77832, Leachville
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$500

Imboden, Kelly Littlejohn
R54903, Wynne
Probation Non-
Compliance
Probation - 1yr
Civil Penalty - Prev Bal

Jordan, Ruth Cecilia
Longley
L30875, Fort Smith
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$2,900

Kisor, Rita Kay Nanney
L30953, Flippin
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$500

McAuliffe, Kristi Dean
McCurry
R56043, L34557 (exp), El
Dorado
Probation Non-
Compliance
Suspension followed by
Probation - 3yrs
Civil Penalty - \$500, plus
Prev Bal

McCalman, Jamie Lynne
Reyes
R72615, Greenbrier
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$1,500

McGehee, Kenneth Michael
R72654, Maumelle
A.C.A.\$17-87-309(a)
(2)&(6)
Probation - 1yr

Mahaffey, John Michael
R66724, Texarkana
A.C.A.\$17-87-309(a)
(4)&(6)
Probation - 3yrs
Civil Penalty - \$2,700

Maness, Hannah Naomi
Adkins Davis
R72267, Morrilton
A.C.A.\$17-87-309(a)
(4)&(6)
Probation - 3 yrs
Civil Penalty - \$2,500

Marter, David Andrew
L45611, Hamburg
Probation Non-
Compliance
Probation - 2yrs
Civil Penalty - \$1,000
plus Prev Bal

Mullins, Stephanie Denise
Bradley Bryant
R82489, L33464 (exp),
Paragould
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$750

Ozment, Christine Dawn
L44818, Springdale
A.C.A.\$17-87-309(a)
(4)&(6)
Probation - 3yrs
Civil Penalty - \$1,500

Rogers, Cara Leigh
Williams Cunningham
Guill
L41240, Mulberry
A.C.A.\$17-87-309 (a)(6)
Probation - 1yr
Civil Penalty - \$800

Smith, Helen Marian
McCann
R34944, Little Rock
A.C.A.\$17-87-309(a)(6)
Probation - 1 yr
Civil Penalty - \$700

Turner, Angela Elise Battles
McLemore Battles
R70507, Little Rock
A.C.A.\$17-87-309(a)(6)
Probation - 1yr
Civil Penalty - \$500

Wilder, Lindsey Rhea
Humphries
R87678, Benton
A.C.A.\$17-87-309(a)(6)
Probation - 1yr

SUSPENSION

Charleville, Kelly Marie
Winter
R76848, L41217 (exp),
Redfield
Probation Non-
Compliance
Suspension - 6mos,
Probation 1 ½yrs
Civil Penalty - Prev Bal

Donigan, Marilyn Michelle
L47905, Dumas
Probation Non-
Compliance
Suspension - 6mos,
Probation 1 ½yrs
Civil Penalty - \$500

Graham, Marie Antoinette
Lewis
A03059, R54905, PAC
2959(only), North Little
Rock
A.C.A.\$17-87-309(a)(6)
Suspension - 1 ½ yrs
Civil Penalty - \$500

Sessler, Charlotte Lee
Robertson Betz Renard
Cook Robertson
L38169, Mena
Probation Non-
Compliance
Suspension - 1yr,
Probation - 2 yrs
Civil Penalty - \$1,000
plus Prev Bal

VOLUNTARY SURRENDER

Barayan, Linda Louise
Holmes Miller Holmes
L26111 (exp), Bryant
December 15, 2010

Breaker, Amanda Barrett
R67158, Cordova, TN
December 17, 2010

Brogdon, Xavier Yanez
L37497, El Dorado
November 22, 2010

Brown, Lisa Dale
Rakestraw
R39943, Jacksonville
January 7, 2011

Donaldson, Danielle Kees
L46897, Heber Springs
November 22, 2010

Drabek, Geneva Carol
Ausbrooks Noles
R33856, North Little
Rock
November 16, 2010

Espey, Jeffrey Clarke
R72494, Benton
January 13, 2011

Gully, Crystal Ann
L42553, Fayetteville
December 27, 2010

Lindler, Christina Jean
L49698, Jacksonville
November 16, 2010

McFadden, Sheila Kathleen
R24111, Eureka Springs
December 28, 2010

McLendon, Jackie Shauntel
Canada Smith
R71336, Camden
January 11, 2011

Rodgers, Amanda Loraine
R80008, Greenwood
December 1, 2010

Sporer, Donald Allen
R66519, L36955, Benton
January 11, 2011

Stone, Karen Michele
Skinner Cosey
R39710, Conway
December 14, 2010

Thrower, Jennifer Marie
Hacker Griffin
R71884, Bentonville
December 27, 2010

Tye, Kirbi Nicole
R79459, Prescott
November 16, 2010

Valentine, Lahnee Camille
R79097, Rogers
January 13, 2011

REINSTATEMENTS WITH PROBATION

Bradshaw, Tonya Gail
Kelley
L39979 (exp), Camden
Reinstate to Probation
- 2 yrs
Civil Penalty - Previous
Balance
November 4, 2010

Duran, Tara Dawn Treat
L41727 (exp), Mountain
View
Reinstatement to
Probation - 2yrs
Civil Penalty - \$1,000
January 12, 2011

Ratliff, Tisia Dee Taylor
R45369 (exp), Springdale
Reinstatement to
Probation - 2 yrs
Civil Penalty - \$2,000
January 12, 2011

Smith, Addie Carin Sayre
R74403, Monroe, NC
Reinstate to Probation -
1 ½ yrs
Civil Penalty - Previous
Balance
November 29, 2010

REPRIMAND

Bates, Charlene Lucille
Gean Thomas
R65918, Layton, UT
November 30, 2010

Bradley, Latrice
R87228, L37958, Forrest
City
November 9, 2010

Cutlip, Melissa Maree
Ward
L42654, Alma
December 2, 2010

El, Carolyn Bey
R36543, Pine Bluff
November 1, 2010

Estep, Melanie
R84496, Coal Hill
November 1, 2010

Farrar, Gregory Ladd
C01502, R72125,
Woodward, OK
November 15, 2010

Henson, Allen Keith
L50348, Newport
November 9, 2010

Johnson, Christopher Edwin
R86515, Manila
November 9, 2010

Kennedy, Geraldine Rae
L47759, North Little
Rock
November 1, 2010

Neilson, Kimberly Faye
R27011, Flippin
December 2, 2010

Northfell, Niki Lynn
R81273, Fayetteville
November 1, 2010

Nunley, Shea Louise
L48835, State University
October 21, 2010

Scissom, Kristin Greer
R86531, Russellville
November 9, 2010

Stanfield, Tiffany Lynn
Alverson
R85700, L46267, White
Hall
November 1, 2010

Talentinow, Raeann
L50545, Conway
November 9, 2010

Terry, Lavern Mickens
Washington
L30711, Sheridan
December 8, 2010

Walker, Cynthia Jean
Cornell Miller Stonebraker
Cornell
R41563, Hot Springs
December 7, 2010

PROBATIONARY STATUS REMOVED

Brockwell, Sarah Catherine
Lucas
L40098, Crossett
November 22, 2010

Brown, April Lynn
Montgomery
R44901, Hot Springs
November 23, 2010

Conway, Robert Earl
R63649, Eureka Springs
December 2, 2010

Floyd, Kellylynn Mae Spoon
R65134, Little Rock
November 4, 2010

Gawthrop, Toni Fuller
R45070, Rogers
November 22, 2010

Jackson, Belinda Kay
Gardner Beach
L41880, Stuttgart
December 2, 2010

Kennedy, Pamela Kay Van
Tassel Edgar
R51611, North Little
Rock
November 23, 2010

Lawson, Holley Aleece
L48705, Harrisburg
November 29, 2010

Lindler, Krystal Jamie
L49551, Jacksonville
November 23, 2010

Maxwell, Hollis Kimberley
R83314, Conway
November 22, 2010

Neal, Emily Kay Knoll
R55350, Stuttgart
November 23, 2010

Partridge, Vickie Kathleen
Linam
R52509, Little Rock
December 2, 2010

Richmond, Amanda Lynn
R80808, L45674, Salem
November 22, 2010

Sanchez, Donna Sue
L49579, Paragould
November 23, 2010

Simon, Chad Eugene
R77313, Fayetteville
November 22, 2010

Wheeler, Elizabeth Adrian
Hall
L48001, Tuckerman
November 22, 2010

Young, Heather Louise
R56614, Bryant
December 2, 2010

CARDLESS IS COMING

On July 1, 2011, the Arkansas State Board of Nursing will begin using a cardless licensure system. The traditional wallet license card will no longer be distributed for licensure by endorsement, examination, reinstatement or renewal.

For the first two years, a plastic wallet license card will be distributed following licensure by examination, endorsement, reinstatement and renewal. After the first two years (through a renewal cycle) wallet license cards will NO LONGER BE

DISTRIBUTED FOLLOWING RENEWAL.

The plastic wallet license card will not reflect an expiration date. Nurses and employers will be directed to the ASBN online license verification system at www.arsbn.org to verify a nurse's status, discipline and expiration date.

The cardless licensure system WILL NOT AFFECT THE RENEWAL PROCESS. The *Nurse Practice Act* requires biennial license renewal for practicing nurses.



Mary Trentham, MNSc, MBA, APN-BC, Attorney Specialist, Arkansas State Board of Nursing

METHADONE OR BUPRENORPHINE USE

The ASBN Practice Committee recently reviewed the Board's policy on Methadone or Buprenorphine use in a treatment plan. There has been confusion as to whether the policy only related to a licensee in a formal drug treatment program or the inclusion of Methadone or Buprenorphine in a licensee's treatment by a provider.

To remove ambiguity, the Practice Committee clarified the policy's language. The Board voted to accept the policy revisions delineating the Board's position on the use of either of these medications by a licensee. A licensee may not practice nursing while taking Methadone or Buprenorphine until either or both of these medications are eliminated from the licensee's

treatment.

What if you are currently taking either of these medications? Contact the Board staff to discuss a voluntary surrender of your license(s) until the Methadone or Buprenorphine are eliminated from your treatment. If you choose not to voluntarily surrender your license(s) and your drug screen results are positive for either of these medications, you will be scheduled for a Board hearing to consider disciplinary action on your license(s) which could include suspension or revocation of your license(s).

If I surrender my license, how do I get it back? Licensure reinstatement will be through a probation Consent Agreement. You must first request

reinstatement by the Board in writing. At the time of the request, you must also provide a statement from your treating provider that the restricted medications are no longer a part of your treatment and that you can safely function as a nurse.

What if the Board suspends my license? When a licensee appears before the Board, reinstatement conditions will be determined by the Board and stipulated in a Board Order. The Board may even require that the licensee must reappear in a hearing before the Board determines the terms of reinstatement.

For questions, contact Mary A. Trentham, Attorney Specialist, at mtrentham@arsbn.org or 501.686.2741.

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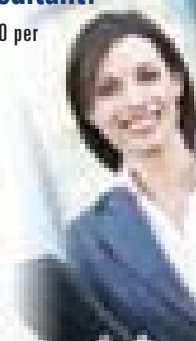
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8:30	Registration/Refreshments
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9:15	"Danger...Words Can Cost You!"
10:00	Break
10:15	Legal Ramifications
11:00	Talk With a New Voice
12:00 -	Evaluations/Certificates of
12:30	Completion

REGISTRATION FEE

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\$10	Students
REGISTRATION: Go to www.arna.org , click on Continuing Education to print a registration form. For additional information, contact Veronica Clark at 501.244.2363	



May 18, 2011

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Katherine Metz, R.N., (left) works in hematology/oncology and serves as the skin resource nurse. Amanda White, R.N., provides cardiac progressive care and serves as the diabetes resource nurse.

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11-Apr				Cruising
12-Apr	Willemstad, Curacao	8:00 AM	6:00 PM	Docked
13-Apr	Oranjestad, Aruba	8:00 AM	6:00 PM	Docked
14-Apr				Cruising
15-Apr	Roseau, Dominica	8:00 AM	5:00 PM	Docked
16-Apr	Charlotte Amalie, St. Thomas	8:00 AM	6:00 PM	Docked
17-Apr	San Juan, Puerto Rico	6:00 AM		

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